by a certificate indicating that the same has been cleared by the concerned Screening Committee and that suitable personnel are not available with the Surplus Cell.

3. The other modes of recruitment (including that of 'promotion') prescribed in the Recruitment Rules/Service Rules would, however, continue to be adhered to as per the provisions of the notified Recruitment Rules/Service Rules.

4. The provisions of this Office Memorandum would be applicable to all Central Government Ministries/Departments/organisations including Ministry of Railways, Department of Posts, Department of Telcom, autonomous bodies-wnolly or partly financed by the Government, statutory corporations/bodies, civilians in Defence and non-combatised posts in Para Military Forces.

5. All Ministries/Departments are requested to circulate the orders to their attached and subordinate offices, autonomous bodies, etc. under their administrative control. Secretaries of administrative Ministries/ Departments may ensure that action based on these orders is taken immediately.

6. Hindi version will follow.

Sd/-(Harinder Singh) Joint
Secretary to the Govt, of India

To

1. All Ministries/Departments to the Government of India (as per standard distribution list)
2. Chairman, RRB, SSC, UPSC and C&AG.
3. All Financial Advisers (By name)

Pay parity of Government officials vis-a-vis private organisations

362. SHRI JANARDHANA POOJARY: Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether it is a fact that the pay and perks of Government officials in India is far below their counterparts in the established private organizations;

(b) whether any study has been conducted to assess the pay and perks of Government officials *vis-a-vis* those in the comparable posts in private sector;

(c) if so, the details thereof;

(d) if not, whether Government propose to undertake such a study to rationalize and arrive at the realistic level of pay and perks for Government employees in sync with prevailing international trend and practices, and

(e) if so, the details in this regard?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI HARIN PATHAK): (a) to (c) So far as the issue of comparison of pay and perks of Government officials with their counterparts in the private sector is concerned, the same cannot be compared as the pay and perks in the private sector are invariably detrmined by the market forces which is not so in the case of Government employees. It may, therefor, not be correct to hold that the pay and perks of Government officials in India is far below their counterparts in the established private organizations. The exercise of pay revison and pay determination for Central Government employees is performed by Pay Commission, constituted for this purpose, by the Central Government. The last pay revision for Central Government employees was carried out based on recommendations of the Fifth Central Pay Commission. The Pay Commissions are expert bodies which take a holistic view on revision of pay scales, based on the various inputs, including a study of pay scales in private sector. Various facilities and perks including high job security, post-retirement benefits etc., available to Central Government employees are also taken into consideration while recommending revision of pay scales and allowances. Views of Fifth Central Pay Commisison is this regard are available in their report, which is a published document.

(d) Presently there is no such proposal.

(e) Does not arise.